Fry's ELECTRONICS

IMPORTANT - PLEASE READ BOTH SIDES OF THIS DOCUMENT

PLEASE DETACH AND KEEP FOR YOUR RECORDS.

Dear Fry's Applicant:

Thank you for considering Fry's Electronics as your employer.

In order to make a hiring decision that is right for you and Fry's, we evaluate all the available information and use a number of different tools in our selection process. As you go through our associate selection process, you will be exposed to some or all of the following selection tools:

Employment Application - All sections must be completed and the information must be written legibly. Resumes cannot be accepted as a substitute for any required information. The application must be signed and dated.

The Employment Application allows Fry's to determine your qualifications and experience. By signing this application, you authorize Fry's to verify the information provided on the application. Falsification of information on the application, or failure to provide accurate information, can result in disqualification for employment, or termination if discovered after hire.

Employment Interviews - Several personal, telephone, or video conferencing interviews may be conducted with you in order to provide more detailed information regarding your background and qualifications.

Employment Eligibility Verification - This form is required by the U.S. Department of Justice and the Immigration and Naturalization Service. It is used to verify your identity and your right to work in the United States.

Test For Substance Abuse - This is a urinalysis test for abusive levels of any chemical substance.

Reference Check - Former employers and education references are verified prior to an offer of employment.

Records Check - Verifications of information are conducted with the Social Security Administration, criminal courts, state and county repositories of criminal records, Department of Motor Vehicles, and credit bureaus.

Thank you again for your interest in becoming a Fry's associate. We look forward to considering you as a member of the Fry's team!

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EMPLOYMENT NOTICE & DISCLOSURE

Please be advised that Fry's may obtain background investigation reports about you in connection with your application for employment, and/or at any time during your employment with Fry's if you are hired, or if you are a current associate, for employment purposes, including, but not limited to, promotion, reassignment, or retention as an associate.

This report may contain information bearing your credit worthiness, credit standing, credit capacity, character, or general reputation from public record sources. Before Fry's obtains such a report, you will be provided with an authorization form to sign.

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EMPLOYMENT APPLICATION

(CA - OR - IL - Austin, TX Stores ONLY)

Please PRINT clearly in BLACK and complete BOTH sides of application. (2 Pages) **Today's Date:** _____

1. Name: _____ Contact Phone: _____
2. Address: _____ City: _____ State: _____ Zip: _____
3. Permanent Address *(if different from above)*: _____ City: _____ State: _____ Zip: _____
4. Are you at least 18 years old? ☐ No ☐ Yes
5. Whom should we contact in case of emergency? _____ Phone : _____
6. Address: _____ City _____ State _____ Zip _____
7. List any other names under which employment may be verified: _____
8. Position Desired: _____ Salary Desired: $_____ Date You Can Start: _____
9. When are you available to work? ☐ Full-Time ☐ Part-Time ☐ Evenings ☐ Weekends ☐ Overtime (if required)
10. Hours Available: (indicate AM or PM) ☐ Mon - Fri: _____ To _____ ☐ Sat: _____ To _____ ☐ Sun: _____ To _____
11. If unavailable to work certain days/hours, please explain: _____
12. Are you employed now? ☐ No ☐ Yes If Yes, may we contact your employer? ☐ No ☐ Yes
13. Have you applied for employment at Fry's before? ☐ No ☐ Yes If Yes, at what location: _____ When? _____
14. Have you ever worked at Fry's before? ☐ No ☐ Yes If Yes, at what location: _____ When? From _____ To _____
15. Do you have any relatives who are, or were, employed by Fry's? ☐ No ☐ Yes If Yes, Name: _____

Position: _____ Location: _____

16. Do you have a valid driver's license? ☐ No ☐ Yes If Yes, #: _____ State: _____ Class: _____ Expires: _____
17. If required, are you willing to transfer within the area? ☐ No ☐ Yes If required, are you willing to transfer outside the area? ☐ No ☐ Yes
18. Are you legally eligible to work in the U.S.? ☐ No ☐ Yes ***(If hired, you will be required to produce evidence.)***
19. Do you have any special training, skills, or experience that are relevant to the position for which you are applying? ☐ No ☐ Yes If Yes, describe below:

_____

20. Are you currently, or were you previously, in the military? ☐ No ☐ Previously ☐ Currently
21. If you were previously, or are currently, in the military, what branch and rank (including reserves)? _____

Education & Training	Name and Location of School	No. of Years	Major	Degree Obtained
High School				
College				
Graduate School				
Trade School				
Other				

(OVER)

EMPLOYMENT HISTORY - Beginning with your current or most current job, list your last four work experiences:

1. From: _____ To: _____ Company: _____ Type of Business: _____

Address: _____ City: _____ State: _____ Zip: _____

Position: _____ Duties: _____

Name of Supervisor: _____ Position: _____ Ph #: _____

Reason for Leaving: _____

2. From: _____ To: _____ Company: _____ Type of Business: _____

Address: _____ City: _____ State: _____ Zip: _____

Position: _____ Duties: _____

Name of Supervisor: _____ Position: _____ Ph #: _____

Reason for Leaving: _____

3. From: _____ To: _____ Company: _____ Type of Business: _____

Address: _____ City: _____ State: _____ Zip: _____

Position: _____ Duties: _____

Name of Supervisor: _____ Position: _____ Ph #: _____

Reason for Leaving: _____

4. From: _____ To: _____ Company: _____ Type of Business: _____

Address: _____ City: _____ State: _____ Zip: _____

Position: _____ Duties: _____

Name of Supervisor: _____ Position: _____ Ph #: _____

Reason for Leaving: _____

Business References - Please provide the names of three people with whom you have previously worked (not friends or relatives):

1. Name: _____ Company: _____ Position: _____ Yrs Known: _____

Address: _____ City: _____ State: _____ Zip: _____ Ph #: _____

2. Name: _____ Company: _____ Position: _____ Yrs Known: _____

Address: _____ City: _____ State: _____ Zip: _____ Ph #: _____

3. Name: _____ Company: _____ Position: _____ Yrs Known: _____

Address: _____ City: _____ State: _____ Zip: _____ Ph #: _____

PLEASE READ AND SIGN BELOW:

If employed by Fry's Electronics, Inc. (Fry's) and in consideration of my employment, I agree to abide by the written and unwritten rules and regulations of Fry's, and agree that my employment and compensation can be terminated at will, with or without cause, with or without notice, at any time, either at my option or at the option of Fry's. I understand that no management representative has any authority to enter into any agreement of employment for any specified period of time, or to make any agreement contrary to the foregoing, except the President/Executive Vice President. Any such agreement must be in writing and signed by both the President/Executive Vice President and myself.

I authorize prior employers, references, and others identified in this application as sources of information regarding my character, qualifications, work history, and background to provide information without limitations pertaining to those subjects. I waive any rights of privacy that may be attached thereto. Further, I release all parties and persons from any and all liability for any damages that may result from furnishing such information to Fry's, as well as from the use or disclosure of such information by Fry's or any of its agents, associates, or representatives. I also understand that all offers of employment are conditioned on Fry's receipt of satisfactory responses to reference requests.

I hereby certify that all the foregoing information I have supplied in this application is correct and complete. Furthermore, I understand that any representation, falsification, or material omission of information in this application may result in my failure to receive an offer or, if I have been hired, my immediate dismissal from employment.

I understand that all offers of employment are conditioned on the provision of satisfactory proof of my identity and legal authority to work in the U.S. Offers of employment are also conditioned on the satisfactory completion of tests for drugs and/or alcohol at a Fry's selected facility at Fry's expense, and I understand that Fry's may use any information obtained from such tests to the extent permitted by state and federal law.

I understand that Fry's has implemented an arbitration procedure to provide fast, fair, final, and binding resolution to all employment-related legal claims.

Fry's Electronics, Inc. is committed to a policy of equal employment opportunity for applicants and associates. Employment decisions shall comply with all applicable laws prohibiting discrimination in employment, including Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Americans With Disabilities Act of 1990, the Immigration and Nationality Act, and any applicable state laws.

Signature of Applicant: _____ **Date:** _____